

# 2019 KCCCD Climate Survey – Respondent Characteristics

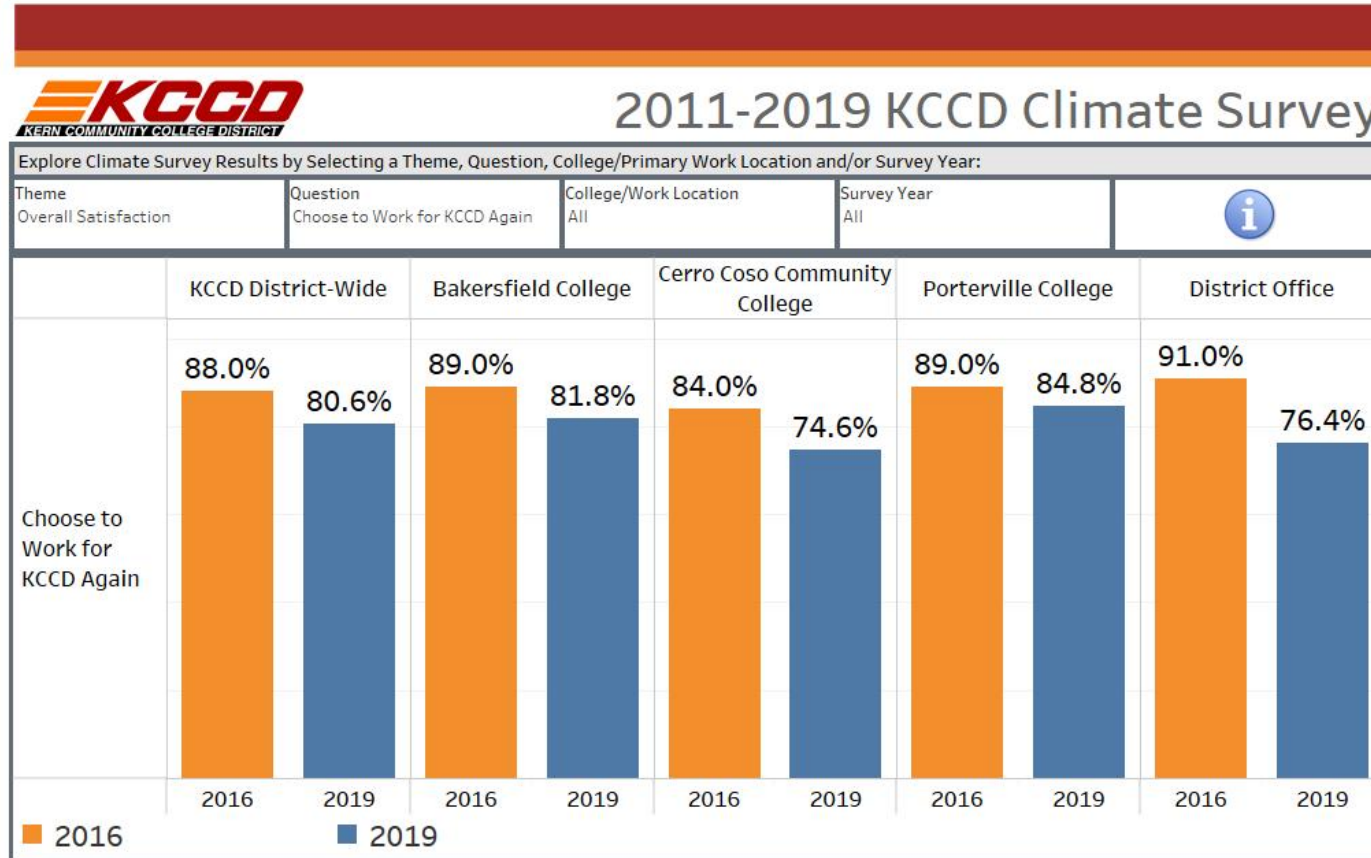
2019 Survey Respondents by Employee Type

| Location/College             | Employee Type |              |                  |              |                |              |                    |             |            |             |
|------------------------------|---------------|--------------|------------------|--------------|----------------|--------------|--------------------|-------------|------------|-------------|
|                              | Faculty       |              | Classified Staff |              | Administrators |              | Unknown/Unreported |             | Total      |             |
|                              | Count         | %            | Count            | %            | Count          | %            | Count              | %           | Count      | %           |
| Bakersfield College          | 224           | 54.3%        | 131              | 31.8%        | 57             | 13.9%        | -                  | -           | 412        | 100%        |
| Cerro Coso Community College | 40            | 41.8%        | 43               | 44.3%        | 13             | 13.9%        | -                  | -           | 96         | 100%        |
| Porterville College          | 56            | 55.4%        | 33               | 33.0%        | 12             | 11.6%        | -                  | -           | 101        | 100%        |
| District Office              | 1             | 1.8%         | 21               | 58.9%        | 14             | 39.3%        | -                  | -           | 36         | 100%        |
| Unknown/Unreported           | -             | -            | -                | -            | 1              | 25.0%        | 3                  | 75.0%       | 4          | 100%        |
| <b>Total</b>                 | <b>320</b>    | <b>49.3%</b> | <b>229</b>       | <b>35.1%</b> | <b>98</b>      | <b>15.0%</b> | <b>3</b>           | <b>0.5%</b> | <b>650</b> | <b>100%</b> |

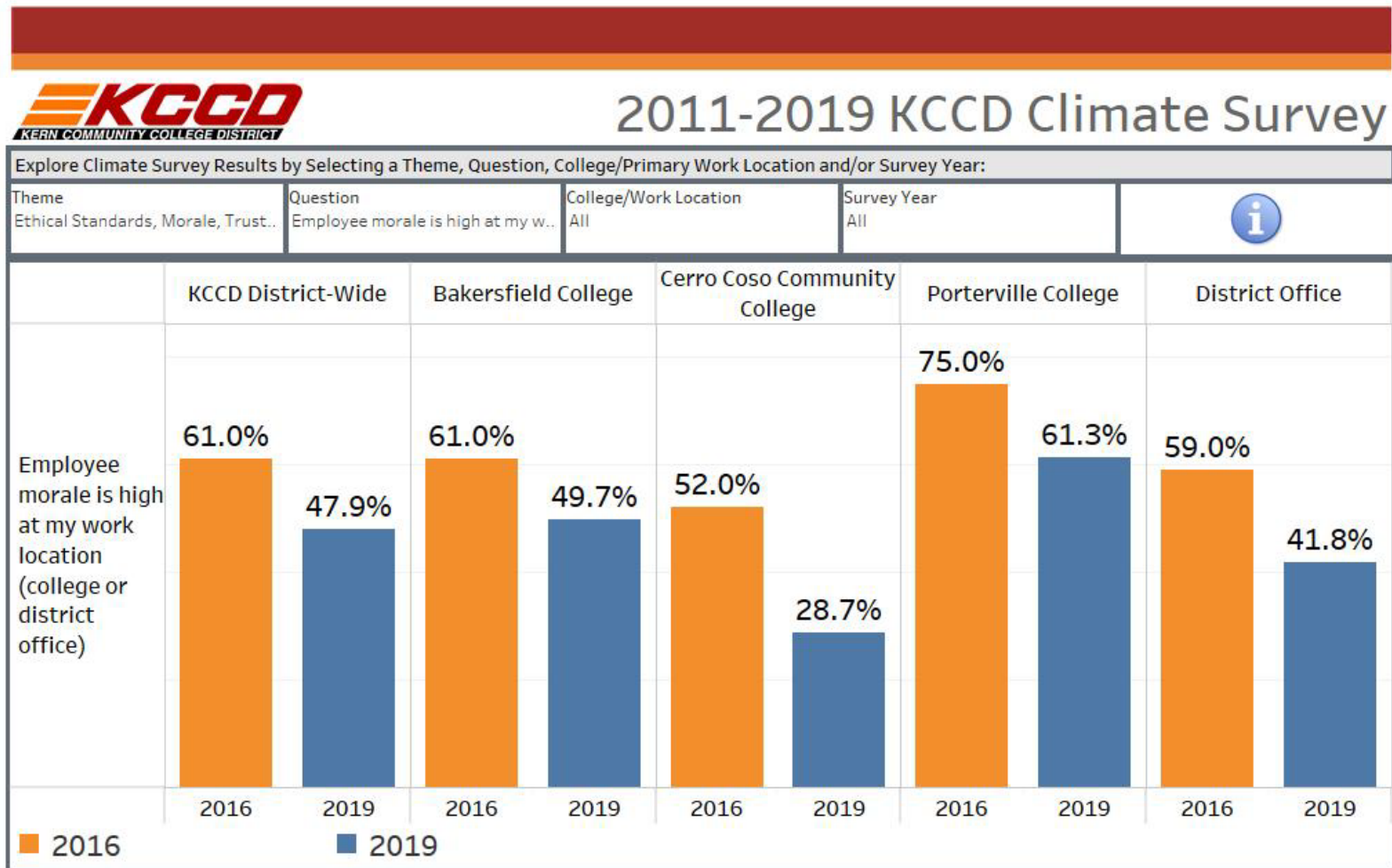
2019 Survey Respondents by College

| Location/College             | Number of Respondents | Number of Employees Surveyed | Response Rate |  |  |  |  |  |  |  |
|------------------------------|-----------------------|------------------------------|---------------|--|--|--|--|--|--|--|
| Bakersfield College          | 412                   | 1,379                        | 29.9%         |  |  |  |  |  |  |  |
| Cerro Coso Community College | 96                    | 323                          | 29.7%         |  |  |  |  |  |  |  |
| Porterville College          | 101                   | 337                          | 30.0%         |  |  |  |  |  |  |  |
| District Office              | 36                    | 122                          | 29.5%         |  |  |  |  |  |  |  |
| Unknown/Unreported           | 4                     | 4                            | -             |  |  |  |  |  |  |  |
| <b>Total</b>                 | <b>650</b>            | <b>2,165</b>                 | <b>30.0%</b>  |  |  |  |  |  |  |  |

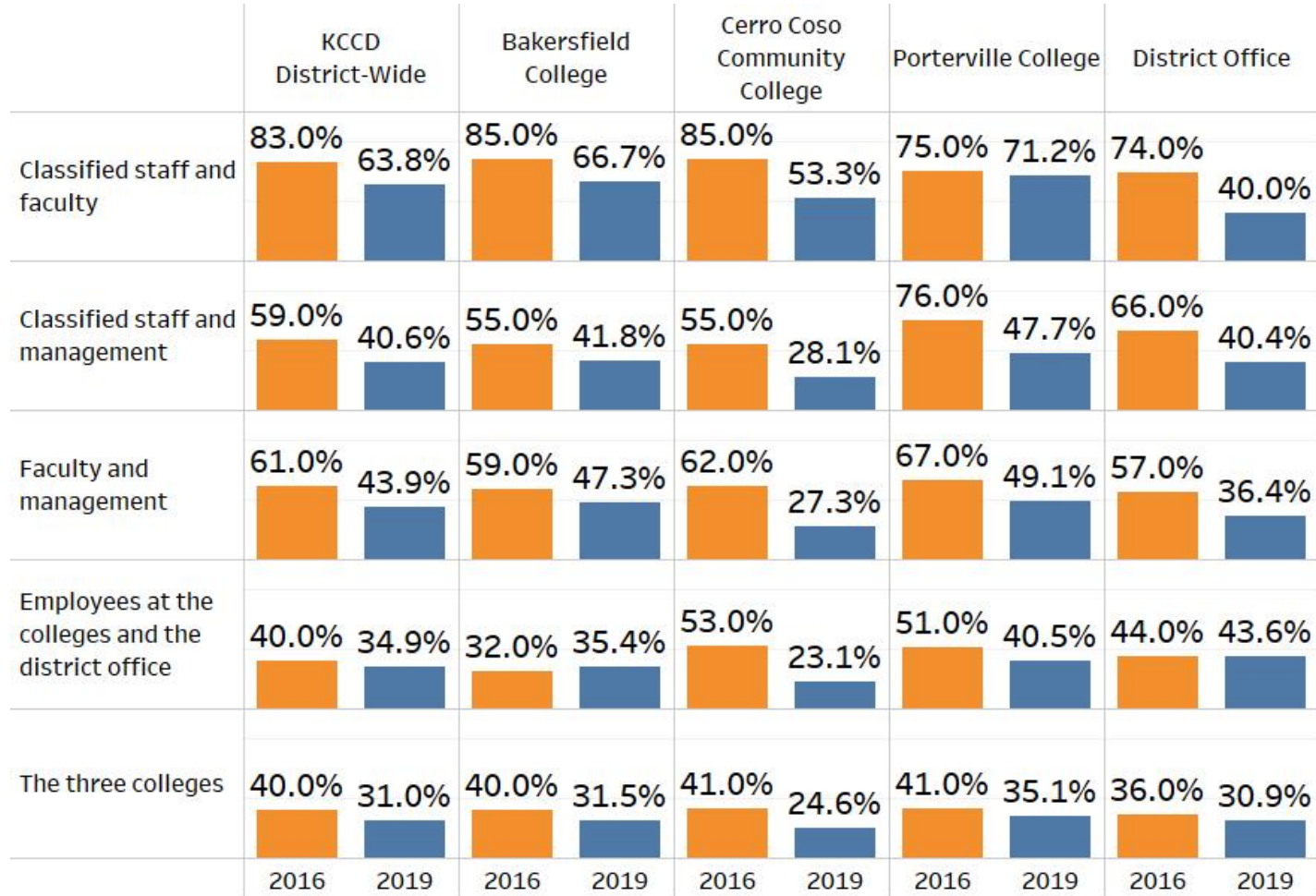
# 2019 KCCD Climate Survey – Would Work for KCCD Again



# 2019 KCCD Climate Survey - Morale

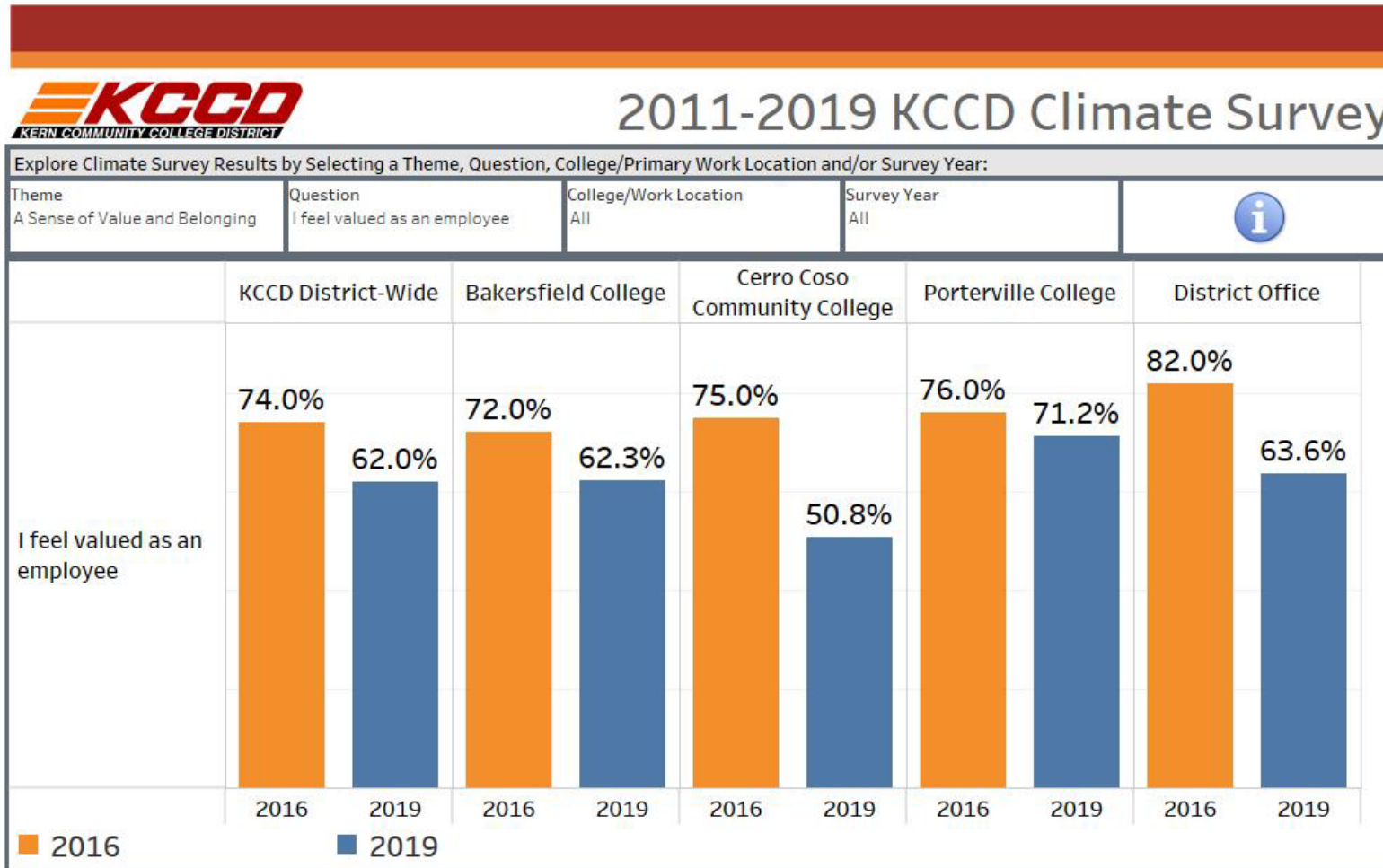


# 2019 KCCCD Climate Survey – Trust between Groups

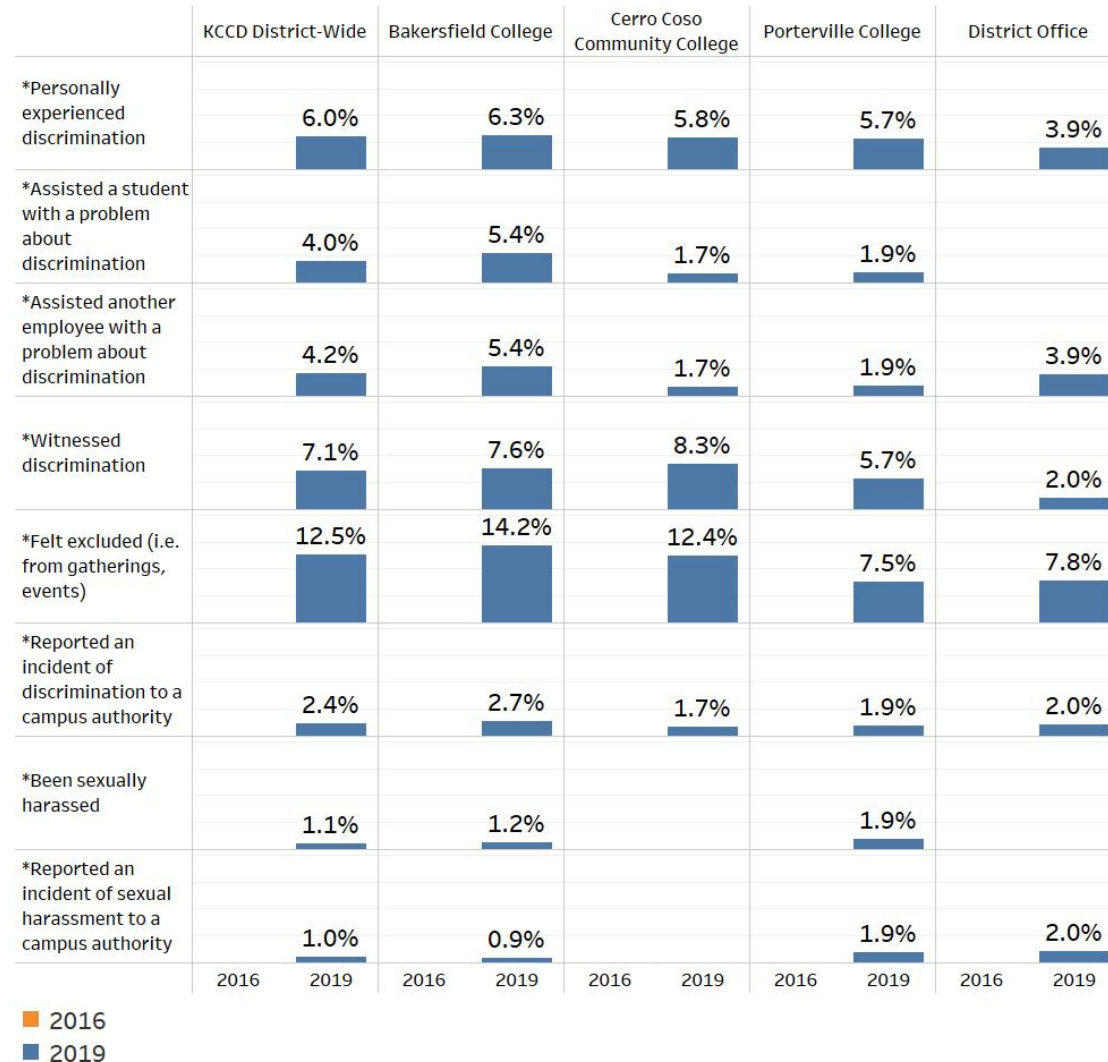


■ 2016  
■ 2019

# 2019 KCCD Climate Survey – Sense of Value



# 2019 KCCD Climate Survey – Experiences with Discrimination



# 2019 KCCD Climate Survey – Workplace Welcoming/Supportive of Differences in...

|                              | KCCD District-Wide |       | Bakersfield College |       | Cerro Coso Community College |       | Porterville College |       | District Office |       |
|------------------------------|--------------------|-------|---------------------|-------|------------------------------|-------|---------------------|-------|-----------------|-------|
|                              | 2016               | 2019  | 2016                | 2019  | 2016                         | 2019  | 2016                | 2019  | 2016            | 2019  |
| Ability/ Disability Status   | 80.0%              | 80.6% | 79.0%               | 79.8% | 73.0%                        | 80.2% | 88.0%               | 89.6% | 94.0%           | 64.7% |
| Age                          | 83.0%              | 80.4% | 81.0%               | 79.9% | 78.0%                        | 76.9% | 88.0%               | 90.5% | 97.0%           | 66.7% |
| *Citizenship Status          |                    | 75.6% |                     | 76.1% |                              | 70.2% |                     | 84.0% |                 | 60.8% |
| Gender/Gender Identity       | 83.0%              | 78.8% | 83.0%               | 78.3% | 75.0%                        | 76.9% | 87.0%               | 88.7% | 97.0%           | 60.8% |
| Level of Education           | 77.0%              | 74.9% | 75.0%               | 73.4% | 75.0%                        | 75.0% | 85.0%               | 84.9% | 85.0%           | 62.7% |
| *Political Beliefs           |                    | 56.9% |                     | 55.6% |                              | 56.2% |                     | 66.7% |                 | 47.1% |
| Race/Ethnicity               | 82.0%              | 76.0% | 83.0%               | 75.5% | 73.0%                        | 71.1% | 87.0%               | 85.7% | 94.0%           | 68.6% |
| Religious/ Spiritual Beliefs | 73.0%              | 65.8% | 71.0%               | 64.0% | 69.0%                        | 65.3% | 81.0%               | 75.5% | 88.0%           | 60.8% |
| Sexual Orientation           | 77.0%              | 76.5% | 77.0%               | 76.7% | 68.0%                        | 75.2% | 81.0%               | 83.0% | 86.0%           | 58.8% |
| *Socioeconomic Status        |                    | 74.3% |                     | 73.9% |                              | 70.2% |                     | 83.0% |                 | 66.7% |

# 2019 KCCD Climate Survey – Welcoming/Supportive of Differences in expression of different ideas, opinions, & beliefs

